DOCUMENT RESUME

ED 344 625 JC 920 191

TITLE Characteristics and Trends of Illinois Public Community College Faculty and Staff, Fall Terms 1989-1991.

INSTITUTION Illinois Community Coll. Board, Springfield.

PUB DATE Apr 92

NOTE 81p.

PUB TYPE Reports - Research/Technical (143) -- Statistical Data (110)

EDRS PRICE MF01/PC04 Plus Postage.

DESCRIPTORS Administrator Characteristics; *College Faculty; *Community Colleges; Educational Attainment; Ethnicity; Longitudinal Studies; *Personnel Data; *Professional Personnel; Race; School Personnel; State Surveys; Tables (Data); Teacher Characteristics; Trend Analysis; Two Year Colleges

IDENTIFIERS *Illinois

ABSTRACT

In 1992, characteristics of Illinois public community college faculty and staff were compiled for fall terms 1989 through 1991. The study answered broad questions about college faculty and staff, and reviewed each of the five professional employee groups in greater detail, examining employees' highest earned degree, age, race/ethnicity, and length of service. In addition, the study ascertained the tenure status and primary teaching areas for faculty. Major findings included the following: (1) between 1989 and 1991, full-time employees increased at a faster rate (3.4%) than part-time faculty (0.2%); (2) employee groups registering increases during this 3-year period included custodians, supervisors, clerical staff, full-time faculty, administrators, and other personnel; (3) employee groups that were predominantly female included clerical, academic support, professional/technical, and supervisory, while administrators, full-time faculty, and custodial personnel were mostly male; (4) 83.8% of full-time faculty and over two-thirds of administrators held a master's or more advanced degree in 1991; (5) a master's degree remained the most frequently cited highest degree earned by academic support employees, while supervisors typically held either a bachelor's (28.3%) or master's (23.9%) degree; and (6) the overall racial/ethnic distribution of community college employees shifted, with an increase in the number of Hispanics (8.5%), Asians (6%), Whites (3.8%), and Blacks (1.3%). Detailed data tables are appended. (JMC)

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CHARACTERISTICS AND TRENDS OF ILLINOIS PUBLIC COMMUNITY COLLEGE FACULTY AND STAFF FALL TERMS 1989-1991

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April 1992

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Illinois Community College Board

CHARACTERISTICS AND TRENDS OF ILLINOIS PUBLIC COMMUNITY COLLEGE FACULTY AND STAFF FALL TERMS 1989-1991

People are the most important asset in community colleges. The faculty and staff who teach and provide support services are the key to the system's continued success. Providing meaningful learning opportunities which help students develop their potential is of primary concern. The most recent statewide data indicate that approximately 77 percent of the community college budget is spent on personnel. The budget reflects the labor-intensive nature of instructional delivery and support. This funding commitment coincides with an obligation to monitor faculty and staff attributes and qualifications.

Characteristics of Illinois public community college faculty and staff for fall terms 1989 through 1991 are summarized in this report. Full- and part-time teaching faculty and all other full-time college employees are described. Trend reports like this one are generated every third year. During intervening years, focused reports covering special topics are produced.

The overview answers six broad questions about college faculty and staff. Next, each of the five professional employee groups is examined in greater detail in terms of employees' highest earned degree, age, race/ethnicity, and length of service. For faculty, the tenure status and primary teaching areas are also reviewed.

OVERVIEW

How many people are employed by Illinois community colleges?

During fall 1991, there were over 26,319 people employed in community colleges. While all full-time college employees are included in this figure, part-time faculty are the only part-time employees counted. Many other people are employed by the colleges on a part-time basis. Data from the ICCB Fall 1991 Salary Survey indicate that at least 4,938 other part-time staff were employed by the colleges. This report will concentrate on the 26,319 people on whom complete information was collected.

What groups had the largest number of full-time employees?
What are the trends among full-time employees?

Eight employment categories are used to classify college employees. The eight categories in rank order from largest to smallest, based on the number of employees in each, appears in Table 1.

Overall, the number of full-time faculty and staff grew 3.4 percent between fall 1989 and 1991 (see Appendix Table A-1). During the same timeframe, fall opening student headcount enrollment grew 7.8 percent and full-time equivalent enrollment increased 9.3 percent. Hence, more students were attending Illinois community colleges and overall they were taking larger course loads. The increase in student enrollments was greater than the increase in college employees.

Table 1

ILLINOIS PUBLIC COMMUNITY COLLEGES
STATEWIDE FALL 1991 FULL-TIME EMPLOYEES
BY EMPLOYMENT CLASSIFICATION
WITH 1989-1991 TREND INFORMATION

Fall 1991 Full-time Employees	Employee Group	Three-Year Trend	1989-91 Percent Change
4,754	Teaching Faculty	Growing	2.5%
3,065	Clerical	Growing	6.7%
1,399	Professional/Technical	Declining	-8.1%
1,214	Administrative	Growing	1.7%
1,164	Custodial	Growing	13.7%
477	Academic Support	Steady	-0.8%
385	Supervisory	Growing	7.8%
229	Other	Growing	25.8%

What about part-time faculty?

There were 13,632 part-time faculty employed in Illinois community colleges during fall 1991. The percent change between fall 1989 and 1991 shows stability (0.2 percent). Over the three-year period, the number of full-time faculty grew faster (2.5 percent) than their part-time counterparts. In 1991 the percentage part-time faculty constitute of all faculty was 74.1 percent.

Overall, were more men or women employed in community colleges?

Though relatively balanced, when all full-time college employees are considered as a single group, there were slightly more female (54.3 percent) workers. Statewide, data from the past five years indicate a gradual increase among female employees. Fall 1991 student headcount enrollment data show that the student body is predominantly female (58.1 percent) as well. For comparison, 1990 census data indicate that Illinois' population was 51.4 percent female.

To what extent does gender vary by employee group?

As anticipated, substantial diversity exists in the gender distribution across employee groups. Figure 1 illustrates these differences. Employee groups which are predominantly female include: clerical (90 percent), academic support (66.2 percent), professional/technical (58.6 percent), and supervisory (56.1 percent). Reversing the trend from fall 1986 through 1988, current data indicate a steady increase in female representation among professional/technical staff. The percentage of female professional/technical staff is approaching its fall 1986 high.

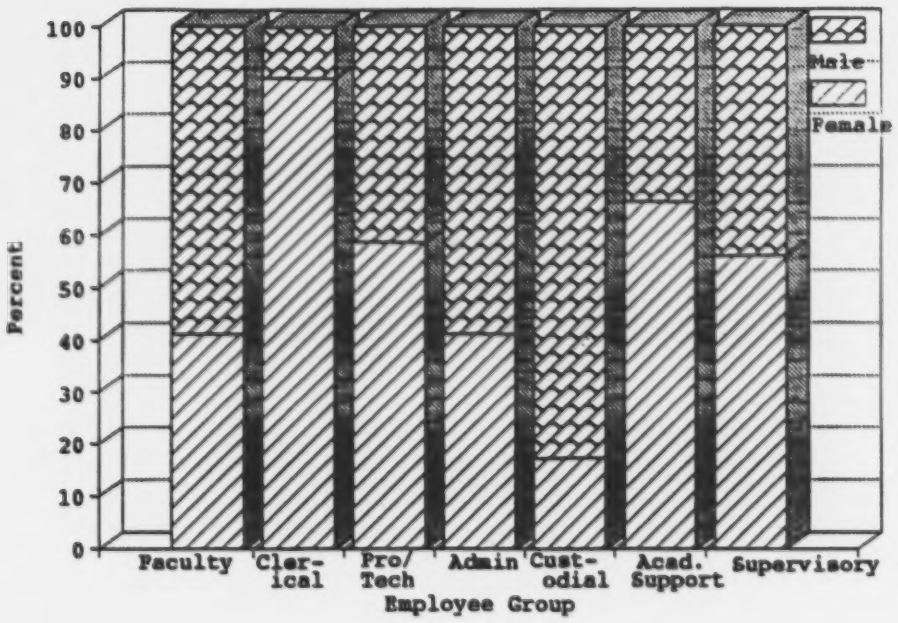

Figure 1. Gender of full-time college employees by employee group

Custodial staff (82.8 percent), administrators (59 percent), and full-time faculty (58.9 percent) were comprised of more males than females. Although the administrative staff remains largely male, the percentage of female administrators has steadily increased since 1983. (See Appendix Table A-2.)

What is the overall racial/ethnic distribution of employees?

Considering all full-time employees as a single group, the racial/ethnic composition for fall 1991 is presented in Table 2.

Table 2

ILLINOIS PUBLIC COMMUNITY COLLEGES
RACIAL/ETHNIC CHARACTERISTICS OF
FALL 1991 FULL-TIME EMPLOYEES STATEWIDE
WITH 1989-1991 TREND INFORMATION

Racial/ Ethnic Group	Number of Full-time Employees	Three-Year Trend	1989-91 Percent Change
White	10,146	Growing	3.8%
Black	1,967	Growing	1.3
Hispanic	319	Growing	8.5
Asian	194	Growing	6.0
Other	34	Declining	-32.0
Am. Indian	27	Steady	0.0

As depicted in Table 2, full-time community college employees were predominantly white in fall 1991. Similarly, student headcount enrollment data for the same semester show that 71.6 percent of the student body was white. Between 1989 and 1991, Hispanic and Asian full-time employees showed the largest percentage trend growth. During the same period of time, the percentage of Hispanic (5.5 percent) and Asian (19.6 percent) students also grew. The overall distribution was fundamentally unchanged from the 1986-88 report. The racial/ethnic composition of specific employee groups is presented later.

For comparison, the racial/ethnic distribution of Illinois from the 1990 census follows: white, 78.3 percent; black, 14.8 percent; Hispanic, 7.9 percent; other, 4.2 percent; Asian, 2.5 percent; and American Indian, 0.2 percent. The distribution of fall 1991 community college employees was similar to the most recent statewide census data.

As indicated in Figure 2, minor variation existed as the ethnicity of employees compared to state population consisted of proportionately more whites (1.7 percent) and fewer Hispanics (5.4 percent), other (3.9 percent), and Asians (1 percent). There was little or no difference in black (0.7 percent) and American Indian representation.

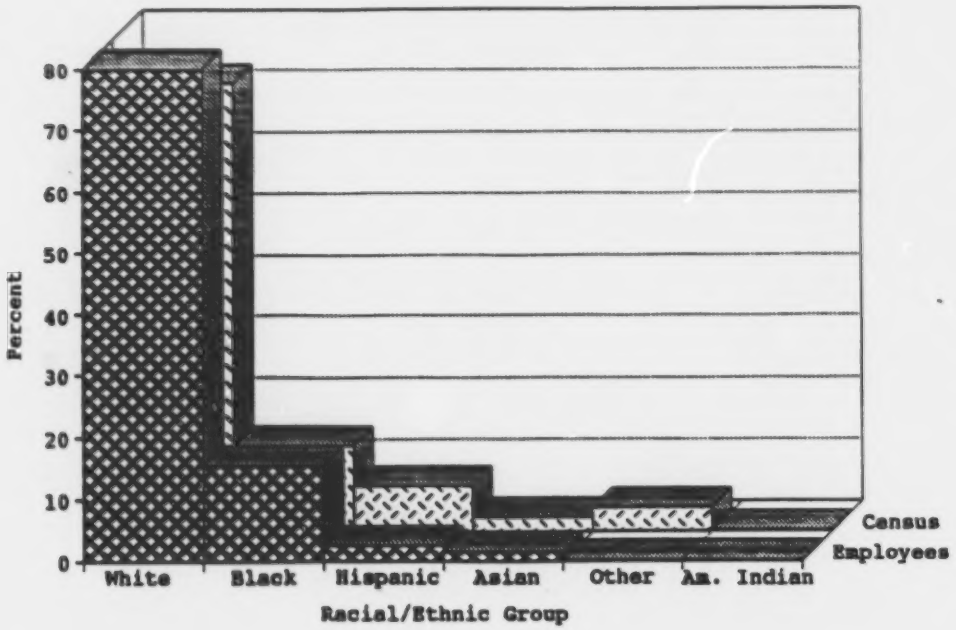

Figure 2. Racial/ethnic composition of full-time college employees and Illinois census

FOCUS ON THE CHARACTERISTICS OF PROFESSIONAL EMPLOYEE GROUPS

Teaching Faculty

Earned Degree Status. Community college faculty are typically required to hold a master's degree in the field in which they teach. Accordingly, fall 1991 data show that 83.8 percent of the full-time faculty held a master's or more advanced degree. The trend change for faculty with graduate degrees showed growth of 4.5 percent over the last three years. Overall, the percentage of faculty with doctorates was at a ten-year high. In 1991, male (88.1 percent) faculty were more likely to have a graduate degree than their female (82.8 percent) faculty. This was especially true at the doctoral level where 15.8 percent of male faculty held doctorates compared to 9.1

percent of the female faculty. An associate degree was the highest degree for 2 percent of the faculty. The percent of faculty whose highest degree was an associate degree decreased (-4 percent) between fall 1989 and 1991. The most recent data show that approximately one-tenth of the faculty had a bachelor's degree as their highest earned degree.

Age Distribution. Illinois' community college system experienced its greatest expansion in the late 1960s and early 1970s. Accordingly in fall 1991, over 45 percent of the full-time faculty were 50 years of age or over. Of all employee groups, faculty had the greatest percentage of people in the 50-and-over age category. Overall, male faculty members were older than their female colleagues with 48.7 percent of the men 50 or over compared to 40.4 percent of the women faculty. In fall 1991, the largest groups of full-time faculty were in their 40s (39.9 percent) and 50s (34.2 percent). Less than 2 percent were below 30 years of age. The distribution of faculty continued to shift to the older age groups during the three years under study.

Years of Service. Between fall 1989 and 1991, full-time faculty with over ten years of teaching experience showed a trend increase of 5.5 percent. In 1991, 59 percent of the faculty taught for over ten years compared to 57.4 percent in 1989. In 1991, 10 percent of the faculty served less than one year and 18.2 percent had two or fewer years of service. This is an increase from two years earlier, when 9.3 percent had less than one and 17.6 had two or less years of experience. Years of experience means the length of time an individual has taught at the college where he or she is now employed and does not include previous teaching experience. The increase in percentage of faculty with less than two years' experience indicates an increase in faculty hiring. Among these new hires, male faculty members outnumbered females in both 1989 and 1991, but female faculty hiring is increasing. Of the full-time faculty with two years of experience or less, women made up 42.9 percent in 1989 and 47.5 percent in 1991. The proportion of women in all full-time faculty positions is at a ten-year high, at 41.1 percent.

Racial/Ethnic Distribution. The racial/ethnic distribution of full-time faculty in fall 1991 was as follows: white, 86.5 percent; black, 9.8 percent; Asian, 2.4 percent; Hispanic, 0.8 percent; American Indian, 0.2 percent; and other 0.2 percent. The full-time faculty's racial/ethnic characteristics differ somewhat from the combined employee groups data as faculty consisted of more whites (6.5 percent) and fewer blacks (6 percent) and Hispanics (1.7 percent). Asians (0.9 percent) and American Indians showed little or no difference from the overall distribution.

Between 1989 and 1991, minority representation among full-time faculty increased slightly. This growth was primarily due to an increase in black faculty. This reverses the trend between 1986 and 1988 when the number of black faculty decreased. With its rise to 9.8 percent in fall 1991, black faculty representation is approaching the ten-year high achieved in fall 1984 (10.1 percent).

Tenure Status. Eighty-two percent of the fall 1991 full-time faculty were tenured. The percentage of faculty with tenure diminished marginally in each of the past three years. In fall 1991 the portion of tenured faculty was at its lowest point during the past ten years. In keeping with results from past trend studies, a higher percentage of male faculty (86.5 percent) were tenured than female faculty (76.4 percent).

A slight trend decrease (-1.4 percent) in the number of male faculty with tenure was evident between 1989 and 1991. During the same timeframe, the trend change for tenured female faculty was positive (6 percent). Additionally in fall 1991, a higher percentage of female faculty (17.9 percent) than male (10.6 percent) were employed in tenure-line positions but had not yet reached their tenure decision dates. At the same time, fewer full-time nontenure track faculty were employed systemwide.

Primary Teaching Area. Faculty members are each assigned a primary and, if appropriate, secondary teaching area based on the academic program(s) in which they teach. The ten programs with the largest number of full-time faculty appear in Table 3.

In fall 1991, the largest number of full-time faculty taught in the area known as Letters (English, literature, composition, etc.). Letters has traditionally employed the greatest number of full-time faculty. Trend change data for the largest programs indicate that five showed growth, three held steady, and two declined. Engineering-Related Technologies (12.6 percent), Health Sciences (10.6 percent), and Management (9.9 percent) were the programs whose faculty grew most between 1988 and 1991. The number of faculty employed in Letters, Office Occupations/Systems, and Mathematics remained stable over the four-year period. The number of Social Sciences (-7.6 percent) and Physical Sciences (-2.5 percent) faculty declined between 1988 and 1991.

Nearly two-thirds (63 percent) of all full-time faculty are accounted for by the ten programs listed in Table 3. The largest number of full-time faculty were highly concentrated in required subjects for transfer programs (Letters, Social Sciences, Mathematics, Life Sciences, Physical Sciences) and health fields (Health Sciences and Allied Health).

In fall 1991 part-time faculty outnumbered full-time faculty in 40 of the 48 teaching areas (see Appendix Table A-9). Table 4 shows the ten teaching areas with the largest number of part-time faculty as well as trend change information.

Table 3

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1991 LARGEST PRIMARY TEACHING AREAS
FOR FULL-TIME FACULTY
WITH 1988-1991 TREND INFORMATION

CIP	Program Name	Fall 1991 Number of Full-time Faculty	Four-Year Trend	1988-91 Percent Change
23	Letters	580	Steady	0.9%
07	Office Occupations and Systems	399	Steady	-0.7
45	Social Sciences	314	Declining	-7.6
18	Health Sciences	313	Growing	10.6
27	Mathematics	309	Steady	-0.6
26	Life Sciences	248	Growing	1.2
17	Allied Health	235	Growing	5.9
40	Physical Sciences	232	Declining	-2.5
06	Management	221	Growing	9.9
15	Engineering-Related Technologies	215	Growing	12.6

Fluctuations in the employment of part-time faculty in community colleges are common. Part-time instructors augment the full-time faculty and are hired to respond to changing market conditions. Part-time faculty often teach new course sections when higher than anticipated enrollments occur, and student enrollments have increased during the past four years. While some part-time faculty teach on campus during the day, they are often hired to teach at off-campus sites and on evenings and weekends.

Table 4

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1991 LARGEST PRIMARY TEACHING AREAS
FOR PART-TIME FACULTY
WITH 1988-1991 TREND INFORMATION

CIP	Program Name	Fall 1991 Number of Part-time Faculty	Four-Year Trend	1988-91 Percent Change
32	Basic Skills	3,489	Growing	11.4%
07	Office Occupations and Systems	1,137	Growing	15.8
06	Management	883	Declining	-10.1
23	Letters	880	Growing	35.0
36	Leisure and Recreation	768	Growing	62.0
17	Allied Health	628	Growing	61.4
27	Mathematics	446	Growing	7.5
45	Social Sciences	446	Growing	30.8
50	Visual and Performing Arts	436	Declining	-16.3
15	Engineering-Related Technologies	342	Growing	31.0

Between fall 1988 and 1991, the trend change in total part-time faculty showed an increase of 8.5 percent from 12,568 to 13,632. As in the past, Basic Skills was the teaching area with the largest number of part-time faculty. In the ten largest programs staffed by part-time faculty over the past four years, eight grew rapidly while two decreased substantially. Notably, increases of more than 60 percent occurred for part-time faculty in Leisure and Recreation and Allied Health programs. The number of part-time faculty employed in Letters, Engineering-Related Technologies, and Social Sciences were all up over 30 percent. Decreases were less pronounced. The number of part-time faculty employed in Management and Visual and Performing Arts programs both declined between 1988 and 1991.

Academic Support

The academic support staff consists primarily of librarians and counselors. In fall 1991 there were 477 full-time academic support staff members at community colleges in Illinois. Comparing data from three and six years ago show little overall change in the number of academic support professionals in community colleges. Between 1989 and 1991, the number of academic support staff experienced little trend change (-0.8 percent). Compared to fall 1986 (N = 462), the number of academic support staff has remained relatively stable (0.9 percent) as well.

Earned Degree Status. In fall 1991 the master's degree (59.3 percent) remained the most common academic credential held by academic support staff (see Appendix Table A-10). The percentage of academic support personnel with master's degrees declined steadily since 1986 when 72.9 percent held master's degrees. In 1991, 7.3 percent of academic support personnel held doctorates. This was down somewhat from fall 1987 when the portion of doctorates was at its recent high of 9.8 percent. Though small in number, males accounted for over two-thirds (68.6 percent) of the academic support staff with doctorates in fall 1991.

Since 1986, the percentage of academic support staff with a bachelor's degree as their highest earned credential has gradually increased from 10.4 percent to 18.1 percent in 1991. Movement toward a larger proportion of academic support staff having a bachelor's as their highest degree was most pronounced among female staff. Overall, women employed in this category had a slightly lower level of degree attainment than men during the past three years.

Age Distribution. Changes in the age distribution indicate some recent turnover among members of the academic support staff. Correspondingly, the percentage of academic support personnel under 30 years of age has grown from 4.6 percent in 1989 to 7.8 percent in 1991 (see Appendix Table A-11). Thirty percent of the academic support staff were 50 years of age or older. This percentage has decreased somewhat since its recent high of 33.5 percent in 1989.

Years of Service. Years of service data also suggest recent turnover among academic support personnel. Over one-third (36.3 percent) of the academic support personnel were employed for two years or less in 1991. This includes 17.2 percent who were employed less than one year. The only other employee group with this level of turnover are professional/technical staff. Among academic support employees with less than one year of experience in 1991, 64.6 percent were female compared with 81.6 percent in fall 1989. (See Appendix Table A-12a.)

At the other end of the distribution, 34.3 percent of the academic support employees had over ten years experience in their current employment class at the college in fall 1991 compared to 46.4 percent in 1989. During fall 1991, 42.2 percent of the men held their positions over ten years compared to only 30.4 percent of the women.

Racial/Ethnic Distribution. In fall 1991, the academic support staff exhibited the following racial/ethnic composition: white, 84.3 percent; black, 12.8 percent; Hispanic, 2.3 percent; and Asian, 0.6 percent. The racial/ethnic distribution of academic support personnel showed slightly fewer blacks (-2.7 percent) and more whites (4.3 percent) than was evident in the overall faculty and staff data. There was little or no difference among Asians (0.9 percent) and Hispanics (-0.2 percent). Statewide, no American Indians were employed as academic support staff. Trend change data indicate that Hispanic representation increased between 1989 and 1991, while the proportion of blacks decreased. (See Appendix Table A-13.)

Administrators

Community colleges across the state employed a total of 1,214 full-time administrators in fall 1991. Trend change information indicates that the number of administrators was down from 1990 (-3.8 percent) but still higher than those employed in 1989 (1.7 percent) (see Appendix Table A-14). Colleges maintain different institutional policies for classifying positions as administrative. When reviewing summary data, these classification differences should be taken into account.

Female participation in the administrative ranks increased between 1989 and 1991. Overall, the number of female administrators grew over the three-year period from 37.6 percent in 1989 to 41.1 percent in 1991.

Earned Degree Status. Over two-thirds of the administrative personnel employed in community colleges during fall 1991 had a master's or more advanced degree. This percentage varied little between 1989 and 1991. At 50.3 percent, the master's degree was the most frequently cited academic credential held by administrators in 1991. The percentage of administrative personnel holding doctorates declined from 19.2 percent in 1989 to 17.5 percent in 1991. While the number of faculty with doctorates was greater, administrators continue to have the largest percentage of earned doctorates among all employee groups. Administrators with a bachelor's degree as their highest earned credential increased from 17.5 percent in 1989 to 19.8 percent in 1991.

Age Distribution. Recent data suggest some movement toward the higher age groups for administrators. In fall 1991, 36.7 percent of the administrators were 50 or more years of age compared to 35.3 percent in 1989. In 1986, 30.2 percent were 50 or above as were 28.8 percent of the administrators in 1983. Males accounted for two-thirds of the administrators 50 or above in 1991. Current data show 2.6 percent of the administrators were under 30 years old compared to 4.2 percent in 1986 and 5.1 percent in 1983. (See Appendix Table A-15).

Years of Service. Since 1983 there has been a gradual increase in the proportion of administrators with over ten years experience. During fall 1991, 31.5 percent of the administrators had over ten years of administrative experience at their college which is comparable to the 30.7 percent in 1989. In 1986, 29 percent had over ten years experience as did 28.2 percent of the administrative employees in 1983. At the low end of the distribution in fall 1991, 10.7 percent of the administrators had less than one year of experience and 19.2 percent had between one and two years experience compared to 12.6 percent and 19.5 percent, respectively, in 1989. (See Appendix Table A-16a.)

Racial/Ethnic Distribution. In fall 1991 the racial/ethnic composition of administrative employees in community colleges was: white, 79.7 percent; black, 16.3 percent; Hispanic, 2.8 percent; Asian, 1.2 percent; and American Indian, 0.2 percent. The racial/ethnic distribution for administrative staff was very similar to the overall distribution with any variation less than 1 percent. Between 1989 and 1991, little difference existed in the racial/ethnic composition of the administrative staff. Over a longer period of time, slight growth in black and Hispanic participation in administration is noted. Blacks accounted for 12.7 percent of the administrators in 1986 and 13.4 percent in 1983. In 1986 and 1983, 1.7 percent of the administrators were Hispanic.

Supervisory Personnel

Supervisory personnel are employees with the responsibility or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff, both full- and part-time. As with administrators, local boards of trustees can define which positions are classified as supervisory. Hence, there may be variation in the way colleges define this group of employees. However, although occasionally a college will make a major change in its classification system, the classification within a college is, for the most part, consistent from one year to the next making an analysis of trends possible. Supervisory personnel continue to constitute the smallest employee group. Slight growth was apparent as in fall 1991 there were 385 supervisory personnel employed in community colleges compared to 357 in 1989.

Earned Degree Status. Among community college supervisory personnel in fall 1991, 9.4 percent held associate degrees, 28.3 percent had bachelor's degrees, 23.9 percent held master's degrees, and 1.8 percent held doctorates. Little has changed about the earned degree status of the supervisory staff since 1989. A comparison of current and 1984 data, (the first time that highest earned degree information for supervisory employees was collected), shows a trend increase in associate degrees (4.4 percent) and bachelor's degrees (8.2 percent) and a slight decrease in earned doctorates (-1.3 percent). The proportion of master's degree holders showed little change (-0.9 percent). Overall, there was a slight decrease in the earned degree status of supervisory staff since 1984.

Age Distribution. Between 1989 and 1991, the age distribution for the supervisory staff shifted toward the older age groups. A comparison of 1989 and 1991 distributions shows the percentage of supervisors under 30 (-3.1 percent) and between 30 and 39 (-5.2 percent) decreased. The upper age groups exhibited minor growth as supervisory staff in their 40s (2 percent) and 50s (2.6 percent) as well as those between 60 and 64 (3.4 percent) increased. The 65 and over group showed little change (0.4 percent).

Years of Service. In 1991, 24.2 percent of these employees had over ten years of supervisory experience at their college which is up from 20.7 percent in fall 1989. In fall 1991, 41.6 percent of the supervisory personnel had two or less years experience compared to 38.7 percent in 1989.

Racial/Ethnic Distribution. The racial/ethnic composition of supervisory staff during fall 1991 was as follows: white, 78.7 percent; black, 16.4 percent; Hispanic, 3.7 percent; Asian, 0.6 percent; and American Indian, 0.3 percent. When compared to the overall racial/ethnic distribution, there was little variation. Supervisors included marginally fewer whites (-1.3 percent) and more Hispanics (1.2 percent) than was evident in the overall data. Trend data indicate that since 1989, the number of black (4.7 percent) and Hispanic (1.4 percent) supervisory staff increased.

Professional/Technical Staff

Professional/technical staff include positions such as data analysts, accountants, computer programmers, engineers, and internal auditors. Local policies on which employees are classified as professional/technical staff also differ somewhat from college to college. In fall 1991 statewide, there were 1,399 professional/technical employees compared to its eight-year high of 1,522 in 1989.

Earned Degree Status. In fall 1991, one-third of the professional/technical staff either did not have a college degree or did not supply information about their academic credentials. Though still high, this represents a 10.9 percent decrease from 1989. In 1991 the three most frequently held degrees by professional/technical employees were the bachelor's degree (35 percent), followed by the master's degree (17.7 percent) and associate degree (13 percent). The percentages of professional/technical staff increased over 1989. The portion of professional/technical staff holding a master's degree has grown steadily since 1984. Professional/technical employees with doctorates have always been rare. In 1990 for the first time since data reporting began, over 1 percent of the professional/technical staff had an earned doctorate.

Age Distribution. Overall, professional/technical staff remain the youngest employee group. For the past six fall terms, over 50 percent of the professional/technical staff have been below 40 years of age. In 1991 only 4.2 percent of the professional/technical employees were 60 years or above.

Years of Service. Recent data suggest that the professional/technical staff is a fluid group with the hiring of new employees more common here than among other groups. The only other employee group with a similar turnover rate is the academic support staff. In fall 1991, over one-third (36.2 percent) of the professional/technical employees were in their position for two years or less. This includes 11.7 percent employed less than one year. Likewise, in 1989, 36.8 percent were employed less than two years and 14.8 percent had less than one year of experience. Traditionally, the professional/technical staff has shown greater turnover than other employee groups.

Racial/Ethnic Distribution. In fall 1991 the racial/ethnic distribution of professional/technical personnel follows: white, 76 percent; black, 19 percent; Hispanic, 2.7 percent; Asian, 1.6 percent; and American Indian, 0.4 percent. This showed little variation when compared with the overall racial/ethnic distribution. The distribution of whites (-4 percent) was somewhat lower and blacks (3.5 percent) slightly higher among the professional/technical staff. The other groups showed little or no difference. Between 1989 and 1991, the most notable trend change was a decrease among blacks and an increase among white professional/technical employees.

SUMMARY AND CONCLUSIONS

Personnel costs represented 77 percent of the most recent statewide community college budget. This funding commitment coincides with an obligation to monitor faculty and staff attributes and qualifications. Hence, each fall public community colleges submit detailed information about all full-time employees and part-time faculty to the Illinois Community College Board.

Shifts in the Size of Employee Groups. In fall 1991 specific information was provided for 26,319 people employed in community colleges. The number of employees increased 1.7 percent over 1989 when there were 25,874 workers. Between 1989 and 1991, full-time (3.4 percent) employees increased at a faster rate than part-time faculty (0.2 percent). Employee groups registering increases during this three-year period included custodians, supervisors, clerical staff, full-time faculty, administrators, and other personnel. Academic support and part-time faculty changed little. The number of professional/technical employees decreased.

Gender Representation. Male/female representation varied substantially from one employee group to another. In 1991 employee groups which were predominantly female included: clerical, academic support, professional/technical, and supervisory. Administrators, full-time faculty, and custodial personnel were mostly male. The percentage of female administrators has increased steadily since 1983. Due to recent hiring practices, the percentage of female full-time faculty reached a ten-year high in 1991.

Racial/Ethnic Distribution. The overall racial/ethnic distribution of community college employees shifted somewhat between 1989 and 1991 due largely to more complete reporting by the colleges. When all full-time employees are combined, the following three-year trend increases for racial/ethnic groups are evident: Hispanics (8.5 percent), Asians (6 percent), whites (3.8 percent), and blacks (1.3 percent). There was no change for American Indians and the other/unknown category decreased.

FOCUS ON PROFESSIONAL EMPLOYEE GROUPS

Full-time Faculty. The faculty are a highly educated group with 83.8 percent of them holding a master's or more advanced degree in 1991. A similar percentage of the faculty have tenure. Due primarily to the community colleges' rapid expansion in the late 1960s and early 1970s, the faculty's age distribution continued to shift toward the older age groups. The higher education literature often refers to this phenomenon

as the "graying" faculty. Minority representation increased slightly between 1989 and 1991 primarily due to growth among black faculty. The largest number of full-time faculty teach in five programs: Letters/English, Office Occupations and Systems, Social Sciences, Health Sciences, and Math.

Academic Support Personnel. In 1991 a master's degree remained the most frequently cited highest degree earned by academic support employees. However, their overall level of educational attainment has diminished steadily since 1986. Recent turnover was evident among academic support employees. Approximately one-third of the academic support staff was under 40 years of age in 1991. A similar percentage were in their positions for two years or less. The racial/ethnic distribution of academic support staff indicated Hispanic representation increased slightly between 1989 and 1991, while the proportion of blacks decreased somewhat.

Administrators. Community college administrators were well educated as over two-thirds had a master's or more advanced degree in fall 1991. They also possessed the highest percentage of earned doctorates (17.5 percent) among all employee groups. The age distribution of administrative personnel continued a gradual shift toward the older age groups. The racial/ethnic composition of administrative staff varied little during the three-year period.

Supervisory Personnel. Supervisors were the smallest employee group. Supervisors typically had either a bachelor's (28.3 percent) or master's (23.9 percent) degree. The age distribution of supervisory personnel also showed slight movement toward the older age groups. Nearly one-quarter of the supervisors have been in their positions for over ten years. Since 1989, the number of black and Hispanic supervisors increased modestly.

Professional/Technical Staff. While the largest group held bachelor's degrees (35 percent) in 1991, the percentage of professional/technical staff holding master's degrees has increased steadily since 1984. Overall, professional/technical staff remain the youngest employee group with more than half below 40 years of age. The professional/technical staff is a fluid group with the hiring of new employees more common here than among other groups.

Faculty and staff characteristics have remained relatively stable over the last three years. Yet, study results indicate a few issues that the system should address. The core of employees hired during the rapid expansion of community colleges in Illinois during the late 1960s and early 1970s are approaching retirement. Recent and emerging events suggest that the potential exists for the pace of retirements to accelerate. Within the last year, incentive plans were provided to state government employees electing to retire early. Extending a similar incentive program to other groups of public employees, including those in higher education, has been discussed

by public policymakers. The colleges are encouraged to be proactive and examine the potential impact of proposals under discussion such as the 5 + 5 plan. This issue will require close monitoring by the colleges. Statewide, there was a slight decrease in the educational attainment of supervisors, administrators, and academic support staff. Although the shifts were minor, elevating the earned degree status in these groups should be taken into consideration as new employees are hired and existing personnel are encouraged to pursue graduate study.

One of the strengths of the community college system is its diversity. Progress is being made toward achieving a more balanced faculty and staff. Ongoing efforts to achieve balance in the racial/ethnic and gender distribution of community college employees are encouraged. Many colleges have developed strategies for recruiting qualified minority and female faculty and staff including targeting superior underrepresented part-time employees for full-time positions, maintaining a current vita bank, and advertising vacancies in publications with large readership among minorities. College officials network with a variety of groups to identify outstanding people with an interest in community college employment such as mid-career professionals from business, industry and government; colleges and universities whose graduates have performed well for them in the past; secondary school faculty; professional associations; and civic organizations. The attached bibliography contains sources to assist the colleges in enhancing their minority and female recruitment efforts. The presence of strong recruitment, selection, orientation, and professional development policies and procedures are vital to a progressive community college system for the citizens of Illinois.

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APPENDIX

Illinois Community College Board

Table A-1

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 FACULTY AND STAFF BY EMPLOYMENT CLASSIFICATION

Year	Teaching Faculty FT	Teaching Faculty PT	Academic Support	Administrative	Supervisory	Professional/ Technical	Clerical	Custodial	Other	Total
Fall 1989	4,636	13,605	481	1,194	357	1,522	2,873	1,024	182	25,874
% of Total	17.9	52.6	1.9	4.6	1.4	5.9	11.1	4.0	0.7	100.0
Fall 1990	4,624	11,311	520	1,262	371	1,422	3,032	1,133	254	23,929
% of Total	19.3	47.3	2.2	5.3	1.6	5.9	12.7	4.7	1.1	100.0
% Change from Fall 1989 to Fall 1990	-0.3	-16.9	8.1	5.7	3.9	-6.6	5.5	10.6	39.6	-7.5
Fall 1991	4,754	13,632	477	1,214	385	1,399	3,065	1,164	229	26,319
% of Total	18.1	51.8	1.8	4.6	1.5	5.3	11.6	4.4	0.9	100.0
% Change from Fall 1989 to Fall 1991	2.5	0.2	-0.8	1.7	7.8	-8.1	6.7	13.7	25.8	1.7
AVERAGES	4,671	12,849	493	1,223	371	1,448	2,990	1,107	222	25,374

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-2

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 FULL-TIME FACULTY AND STAFF EMPLOYMENT CLASSIFICATION BY GENDER

Year	Teaching Faculty		Academic Support		Administrative		Supervisory		Prof/Technical	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Fall 1989	2,842	1,794	200	281	745	449	143	214	673	849
% of Total	23.2	14.6	1.6	2.3	6.1	3.7	1.2	1.7	5.5	6.9
Fall 1990	2,803	1,821	201	319	753	509	155	216	597	825
% of Total	22.2	14.4	1.6	2.5	6.0	4.0	1.2	1.7	4.7	6.5
% Change from Fall 1989 to Fall 1990	-1.4	1.5	0.5	13.5	1.1	13.4	8.4	0.9	-11.3	-2.8
Fall 1991	2,799	1,955	161	316	715	499	169	216	579	820
% of Total	22.1	15.4	1.3	2.5	5.6	3.9	1.3	1.7	4.6	6.5
% Change from Fall 1989 to Fall 1991	-1.5	9.0	-19.5	12.5	-4.0	11.1	18.2	0.9	-14.0	-3.4
AVERAGES	2,815	1,857	187	305	738	486	156	215	616	831

Year	Clerical		Custodial		Other		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	272	2,601	822	202	80	102	5,777	6,492	12,269
% of Total	2.2	21.2	6.7	1.6	0.7	0.8	47.1	52.9	100.0
Fall 1990	290	2,742	935	198	103	151	5,837	6,781	12,618
% of Total	2.3	21.7	7.4	1.6	0.8	1.2	46.3	53.7	100.0
% Change from Fall 1989 to Fall 1990	6.6	5.4	13.7	-2.0	28.8	48.0	1.0	4.5	2.8
Fall 1991	308	2,757	964	200	103	126	5,798	6,889	12,687
% of Total	2.4	21.7	7.6	1.6	0.8	1.0	45.7	54.3	100.0
% Change from Fall 1989 to Fall 1991	13.2	6.0	17.3	-1.0	28.8	23.5	0.4	6.1	3.4
AVERAGES	290	2,700	907	200	95	126	5,804	6,721	12,525

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-3

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 RACIAL/ETHNIC ORIGIN OF FULL-TIME FACULTY AND STAFF BY GENDER

Year	Asian		American Indian		Black		Hispanic		White		Other/Unknown		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	95	88	7	20	696	1,245	130	164	4,826	4,948	23	27	12,269
% of Total	0.8	0.7	0.1	0.2	5.7	10.1	1.1	1.3	39.3	40.3	0.2	0.2	100.0
Fall 1990	94	89	7	19	705	1,288	145	167	4,864	5,189	22	29	12,618
% of Total	0.7	0.7	0.1	0.2	5.6	10.2	1.1	1.3	38.5	41.1	0.2	0.2	100.0
% Change from Fall 1989 to Fall 1990	-1.1	1.1	0.0	-5.0	1.3	3.5	11.5	1.8	0.8	4.9	-4.3	7.4	2.8
Fall 1991	98	96	10	17	702	1,265	148	171	4,823	5,323	17	17	12,687
% of Total	0.8	0.8	0.1	0.1	5.5	10.0	1.2	1.3	38.0	42.0	0.1	0.1	100.0
% Change from Fall 1989 to Fall 1991	3.2	9.1	42.9	-15.0	0.9	1.6	13.8	4.3	-0.1	7.6	-26.1	-37.0	3.4
AVERAGES	96	91	8	19	701	1,266	141	167	4,838	5,153	21	24	12,525

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-4

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 HIGHEST DEGREE OF FULL-TIME TEACHING FACULTY BY GENDER

Year	Associate		Bachelor's		Master's		1st Professional		Doctoral		Other		None/Unknown		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	73	28	267	224	1,898	1,292	30	8	417	166	50	21	109	55	4,636
% of Total	1.6	0.6	5.8	4.8	40.9	27.9	0.6	0.2	9.0	3.6	1.1	0.5	2.4	1.2	100.0
Fall 1990	66	34	262	235	1,867	1,336	30	7	415	167	51	15	70	27	4,624
% of Total	1.5	0.7	6.1	5.1	40.8	28.9	0.6	0.2	9.0	3.6	1.1	0.3	1.5	0.6	100.0
% Change from Fall 1989 to Fall 1990	-8.8	21.4	5.6	4.9	-0.5	3.4	0.0	-12.5	-0.5	0.6	2.0	-28.6	-35.8	-50.9	-0.3
Fall 1991	67	30	251	245	1,910	1,432	31	9	423	177	82	29	55	33	4,754
% of Total	1.4	0.6	5.3	5.2	40.2	30.1	0.7	0.2	8.9	3.7	1.3	0.6	1.2	0.7	100.0
% Change from Fall 1989 to Fall 1991	-8.2	7.1	-6.0	9.4	0.7	10.8	3.3	12.5	1.4	6.6	24.0	38.1	-49.5	-40.0	2.5
AVERAGES	69	31	267	235	1,898	1,353	30	8	418	170	54	22	78	38	4,671

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-5

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 AGE DISTRIBUTION OF FULL-TIME TEACHING FACULTY BY GENDER

Year	Less than 30		30-39		40-49		50-59		60-64		65+		Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	39	35	373	342	1,191	746	953	503	215	106	70	54	1	6	2,842	1,794	4,636
% of Total	0.8	0.8	8.0	7.4	25.7	16.1	20.6	10.8	4.6	2.3	1.5	1.2	0.0	0.1	61.3	38.7	100.0
Fall 1990	32	44	346	319	1,142	747	951	530	247	118	83	80	2	3	2,803	1,821	4,624
% of Total	0.7	1.0	7.5	6.9	24.7	16.2	20.6	11.5	5.3	2.6	1.8	1.3	0.0	0.1	60.6	39.4	100.0
% Change from Fall 1989 to Fall 1990	-17.9	25.7	-7.2	-6.7	-4.1	0.1	-0.2	5.4	14.9	9.3	18.6	11.1	100.0	-50.0	-1.4	1.5	-0.3
Fall 1991	40	51	301	313	1,094	796	1,028	601	256	118	80	71	0	5	2,799	1,955	4,754
% of Total	0.8	1.1	6.3	6.6	23.0	16.7	21.6	12.6	5.4	2.5	1.7	1.5	0.0	0.1	58.9	41.1	100.0
% Change from Fall 1989 to Fall 1991	2.6	45.7	-19.3	-8.5	-8.1	6.7	7.9	19.5	19.1	9.3	14.3	31.5	-100.0	-16.7	-1.5	9.0	2.5
AVERAGES	37	43	340	325	1,142	763	977	545	239	115	78	82	1	5	2,815	1,857	4,671

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-6a

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 YEARS OF SERVICE IN PRESENT POSITION OF FULL-TIME TEACHING FACULTY BY GENDER

Year	Less Than 1		1-2		3-5		6-10		11-20	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Fall 1989	251	178	213	171	203	205	397	350	1,106	667
% of Total	5.4	3.8	4.6	3.7	4.4	4.4	8.6	7.5	23.9	14.4
Fall 1990	253	197	210	186	192	194	363	345	946	610
% of Total	5.5	4.3	4.5	4.0	4.2	4.2	7.9	7.5	20.5	13.2
% Change from Fall 1989 to Fall 1990	0.8	10.7	-1.4	8.8	-5.4	-5.4	-8.6	-1.4	-14.5	-8.5
Fall 1991	261	214	194	197	219	192	318	353	884	612
% of Total	5.5	4.5	4.1	4.1	4.6	4.0	6.7	7.4	18.6	12.9
% Change from Fall 1989 to Fall 1991	4.0	20.2	-8.9	15.2	7.9	-6.3	-19.9	0.9	-20.1	-8.2
AVERAGES	255	196	206	185	205	197	359	349	979	630

Year	21-30		31+		Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	645	215	20	6	7	2	2,842	1,794	4,636
% of Total	13.9	4.6	0.4	0.1	0.2	0.0	61.3	38.7	100.0
Fall 1990	813	276	25	11	1	2	2,803	1,821	4,624
% of Total	17.6	6.0	0.5	0.2	0.0	0.0	60.6	39.4	100.0
% Change from Fall 1989 to Fall 1990	26.0	28.4	25.0	83.3	-85.7	0.0	-1.4	1.5	-0.3
Fall 1991	897	357	26	30	0	0	2,799	1,955	4,754
% of Total	18.9	7.5	0.5	0.6	0.0	0.0	58.9	41.1	100.0
% Change from Fall 1989 to Fall 1991	39.1	66.0	30.0	400.0	-100.0	-100.0	-1.5	9.0	2.5
AVERAGES	785	283	24	16	3	1	2,815	1,857	4,671

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-6b

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 YEARS OF SERVICE IN THE DISTRICT OF FULL-TIME TEACHING FACULTY BY GENDER

Year	Less Than 1		1-2		3-5		6-10		11-20	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Fall 1989	85	74	145	133	157	148	350	320	1,029	553
% of Total	1.8	1.6	3.1	2.9	3.4	3.2	7.5	6.9	22.2	11.9
Fall 1990	86	91	162	164	174	171	374	365	1,070	718
% of Total	1.9	2.0	3.5	3.5	3.8	3.7	8.1	7.9	23.1	15.5
% Change from Fall 1989 to Fall 1990	1.2	23.0	11.7	23.3	10.8	15.5	6.9	14.1	4.0	29.8
Fall 1991	81	96	167	183	191	191	326	343	943	709
% of Total	1.7	2.0	3.5	3.8	4.0	4.0	6.9	7.2	19.8	14.9
% Change from Fall 1989 to Fall 1991	-4.7	29.7	15.2	37.6	21.7	29.1	-6.9	7.2	-8.4	28.2
AVERAGES	84	87	158	160	174	170	350	343	1,014	660

Year	21-30		31+		Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	456	134	619	432	1	0	2,842	1,794	4,636
% of Total	9.8	2.9	13.4	9.3	0.0	0.0	61.3	38.7	100.0
Fall 1990	898	300	39	12	0	0	2,803	1,821	4,624
% of Total	19.4	6.5	0.8	0.3	0.0	0.0	60.6	39.4	100.0
% Change from Fall 1989 to Fall 1990	96.9	123.9	-93.7	-97.2	-100.0	0.0	-1.4	1.5	-0.3
Fall 1991	1,051	403	40	30	0	0	2,799	1,955	4,754
% of Total	22.1	8.5	0.8	0.6	0.0	0.0	58.9	41.1	100.0
% Change from Fall 1989 to Fall 1991	130.5	200.7	-93.5	-93.1	-100.0	0.0	-1.5	9.0	2.5
AVERAGES	802	279	233	158	0	0	2,815	1,857	4,671

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-7

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 RACIAL/ETHNIC ORIGIN OF FULL-TIME FACULTY BY GENDER

Year	Asian		American Indian		Black		Hispanic		White		Other/Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	58	44	2	4	184	255	17	21	2,578	1,464	5	6	2,842	1,794	4,636
% of Total	1.3	0.9	0.0	0.1	4.0	5.5	0.4	0.5	55.6	31.6	0.1	0.1	61.3	38.7	100.0
Fall 1990	58	46	3	4	181	257	17	17	2,537	1,460	7	7	2,803	1,821	4,624
% of Total	1.3	1.0	0.1	0.1	3.9	5.6	0.4	0.4	54.9	32.2	0.2	0.2	60.6	39.4	100.0
% Change from Fall 1989 to Fall 1990	0.0	4.5	50.0	0.0	-1.6	0.8	0.0	-19.0	-1.5	1.6	40.0	16.7	-1.4	1.5	-0.3
Fall 1991	64	51	5	3	191	277	16	24	2,518	1,593	5	7	2,799	1,955	4,754
% of Total	1.3	1.1	0.1	0.1	4.0	5.8	0.3	0.5	53.0	33.5	0.1	0.1	58.9	41.1	100.0
% Change from Fall 1989 to Fall 1991	10.3	15.9	150.0	-25.0	3.8	8.6	-5.9	14.3	-2.3	8.8	0.0	16.7	-1.5	9.0	2.5
AVERAGES	60	47	3	4	185	263	17	21	2,544	1,516	6	7	2,815	1,857	4,671

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-8

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 TENURE STATUS OF FULL-TIME FACULTY BY GENDER

Year	Tenured Track				Non-Tenured Track		Total		Grand Total
	Tenured		Non-Tenured						
	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	2,456	1,409	234	233	152	152	2,842	1,794	4,636
% of Total	53.0	30.4	5.0	5.0	3.3	3.3	61.3	38.7	100.0
Fall 1990	2,426	1,405	241	274	136	142	2,803	1,821	4,624
% of Total	52.5	30.4	5.2	5.9	2.9	3.1	60.6	39.4	100.0
% Change from Fall 1989 to Fall 1990	-1.2	-0.3	3.0	17.6	-10.5	-6.6	-1.4	1.5	-0.3
Fall 1991	2,422	1,493	288	326	89	136	2,799	1,955	4,754
% of Total	50.9	31.4	6.1	6.9	1.9	2.9	58.9	41.1	100.0
% Change from Fall 1989 to Fall 1991	-1.4	6.0	23.1	39.9	-41.4	-10.5	-1.5	9.0	2.5
AVERAGES	2,435	1,436	254	278	126	143	2,815	1,857	4,671

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-9

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1991 PRIMARY TEACHING AREA OF TEACHING FACULTY
BY CLASSIFICATION OF INSTRUCTIONAL PROGRAMS TAXONOMY AND GENDER

CIP	Program Name	Full-Time			Part-Time			Total		Grand Total	Percent of Total
		Male	Female	Total	Male	Female	Total	Male	Female		
01	Agribusiness and Agricultural Production	60	5	65	29	16	45	89	21	110	0.6%
02	Agricultural Sciences	6	0	6	1	3	4	7	3	10	0.1%
03	Conservation of Natural Resources	3	0	3	3	1	4	6	1	7	0.0%
04	Architecture and Environmental Design	12	4	16	19	4	23	31	8	39	0.2%
05	Area and Ethnic Studies	1	0	1	4	2	6	5	2	7	0.0%
06	Management	165	56	221	646	237	883	811	293	1,104	6.0%
07	Office Occupations and Systems	179	220	399	549	588	1,137	728	808	1,536	8.4%
08	Marketing and Distribution	21	13	34	100	73	173	121	86	207	1.1%
09	Communications	13	13	26	37	39	76	50	52	102	0.6%
10	Communications Media Technologies	5	1	6	7	1	8	12	2	14	0.1%
11	Computer and Information Sciences	33	11	44	143	51	194	176	62	238	1.3%
12	Consumer and Personal Services	3	13	16	19	35	54	22	48	70	0.4%
13	Education	41	62	103	91	237	328	132	299	431	2.3%
14	Engineering	20	1	21	26	3	29	46	4	50	0.3%
15	Engineering-Related Technologies	207	8	215	312	30	342	519	38	557	3.0%
16	Foreign Languages	36	34	70	87	151	238	123	185	308	1.7%
17	Allied Health	49	186	235	157	471	628	206	657	863	4.7%
18	Health Sciences	3	310	313	8	144	152	11	454	465	2.5%
19	Home Economics	3	13	16	8	29	37	11	42	53	0.3%
20	Home and Institutional Services	27	75	102	53	216	269	80	291	371	2.0%
21	Industrial Arts	1	0	1	3	0	3	4	0	4	0.0%
22	Law	1	0	1	15	12	27	16	12	28	0.2%
23	Letters	296	284	580	338	542	880	634	826	1,460	7.9%
24	Liberal/General Education	75	49	124	143	149	292	218	198	416	2.3%
25	Library and Archival Sciences	16	14	30	1	6	7	17	20	37	0.2%
26	Life Sciences	175	73	248	108	103	211	283	176	459	2.5%
27	Mathematics	214	95	309	268	178	446	482	273	755	4.1%
30	Multi/Interdisciplinary Studies	52	21	73	102	45	147	154	66	220	1.2%
31	Parks and Recreation	2	0	2	1	0	1	3	0	3	0.0%
32	Basic Skills	36	116	152	1,270	2,219	3,489	1,306	2,335	3,641	19.8%
33	Citizenship/Civic Activities	2	1	3	16	47	63	18	48	66	0.4%
34	Health-Related Activities	2	1	3	12	29	41	14	30	44	0.2%
35	Interpersonal Skills	0	0	0	1	1	2	1	1	2	0.0%
36	Leisure and Recreational Activities	29	17	46	344	424	768	373	441	814	4.4%
37	Personal Awareness	0	0	0	77	83	160	77	83	160	0.9%
38	Philosophy and Religion	30	6	36	99	31	130	129	37	166	0.9%
40	Physical Sciences	192	40	232	139	41	180	331	81	412	2.2%
41	Science Technologies	0	1	1	6	0	6	6	1	7	0.0%
42	Psychology	94	45	139	132	136	268	226	181	407	2.2%
43	Protective Services	42	8	50	234	14	248	276	22	298	1.6%
44	Public and Social Services	9	12	21	11	34	45	20	46	66	0.4%
45	Social Sciences	243	71	314	308	138	446	551	209	760	4.1%
46	Construction Trades	38	0	38	66	3	69	104	3	107	0.6%
47	Mechanics and Repairers	126	0	126	169	4	173	295	4	299	1.6%
48	Precision Production	96	8	104	253	39	292	349	47	396	2.2%
49	Transportation and Material Moving	2	0	2	29	3	32	31	3	34	0.2%
50	Visual and Performing Arts	126	51	177	198	238	436	324	289	613	3.3%
	Unknown	13	17	30	23	117	140	36	134	170	0.9%
	TOTALS	2,799	1,955	4,754	6,665	6,967	13,632	9,464	8,922	18,386	100.0%

SOURCE OF DATA: Faculty and Staff (P1) Submission

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Illinois Community College Board

Table A-10

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1990-1991 HIGHEST DEGREE OF FULL-TIME ACADEMIC SUPPORT STAFF BY GENDER

Year	Associate		Bachelor's		Master's		1st Professional		Doctoral		Other		None/Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	3	14	23	45	136	183	2	3	26	11	1	5	7	20	200	281	481
% of Total	0.6	2.9	4.8	9.4	28.3	38.0	0.4	0.6	5.8	2.3	0.2	1.0	1.5	4.2	41.6	58.4	100.0
Fall 1990	4	19	22	72	138	180	1	2	26	11	3	14	7	21	201	319	520
% of Total	0.8	3.7	4.2	13.8	26.5	34.6	0.2	0.4	5.0	2.1	0.6	2.7	1.3	4.0	38.7	61.3	100.0
% Change from Fall 1989 to Fall 1990	33.3	35.7	-4.3	60.0	1.5	-1.6	-50.0	-33.3	-7.1	0.0	200.0	180.0	0.0	5.0	0.5	13.5	8.1
Fall 1991	5	14	18	66	102	181	1	2	24	11	2	24	9	16	161	316	477
% of Total	1.0	2.9	3.8	14.3	21.4	37.9	0.2	0.4	5.0	2.3	0.4	5.0	1.9	3.4	33.8	66.2	100.0
% Change from Fall 1989 to Fall 1991	66.7	0.0	-21.7	51.1	-25.0	-1.1	-50.0	-33.3	-14.3	0.0	100.0	380.0	28.6	-20.0	-19.5	12.5	-0.8
AVERAGES	4	16	21	62	125	181	1	2	26	11	2	14	8	19	187	305	493

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-11

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 AGE DISTRIBUTION OF FULL-TIME ACADEMIC SUPPORT STAFF BY GENDER

Year	Less than 30		30-39		40-49		50-59		60-64		65+		Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	8	14	37	78	64	119	78	82	13	13	0	5	0	0	200	281	481
% of Total	1.7	2.9	7.7	16.2	13.3	24.7	16.2	10.8	2.7	2.7	0.0	1.0	0.0	0.0	41.6	58.4	100.0
Fall 1990	8	23	42	89	57	130	75	52	18	16	3	9	0	0	201	319	520
% of Total	1.5	4.4	8.1	17.1	11.0	25.0	14.4	10.0	3.1	3.1	0.6	1.7	0.0	0.0	38.7	61.3	100.0
% Change from Fall 1989 to Fall 1990	0.0	64.3	13.5	14.1	-10.9	9.2	-3.8	0.0	23.1	23.1	0.0	80.0	0.0	0.0	0.5	13.5	8.1
Fall 1991	10	27	36	68	57	134	51	65	8	15	2	8	0	1	161	316	477
% of Total	2.1	5.7	7.5	14.3	11.9	28.1	10.7	13.6	1.0	3.1	0.4	1.3	0.0	0.2	33.8	66.2	100.0
% Change from Fall 1989 to Fall 1991	25.0	92.9	-2.7	-12.8	-10.9	12.6	-34.6	25.0	-61.5	15.4	0.0	20.0	0.0	0.0	-19.5	12.5	-0.8
AVERAGES	9	21	38	78	59	128	68	66	11	15	2	7	0	0	187	305	493

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-12a

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 YEARS OF SERVICE IN PRESENT POSITION OF
FULL-TIME ACADEMIC SUPPORT STAFF BY GENDER

Year	Less Than 1		1-2		3-5		6-10		11-20	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Fall 1989	7	31	26	49	26	53	20	46	66	85
% of Total	1.5	6.4	5.4	10.2	5.4	11.0	4.2	9.6	17.9	17.7
Fall 1990	14	46	20	60	29	58	29	50	60	81
% of Total	2.7	8.8	3.8	11.5	5.6	11.2	5.6	9.6	11.5	15.6
% Change from Fall 1989 to Fall 1990	100.0	48.4	-23.1	22.4	11.5	9.4	45.0	8.7	-30.2	-4.7
Fall 1991	29	53	23	68	18	51	23	47	35	75
% of Total	6.1	11.1	4.8	14.3	3.8	10.7	4.8	9.9	7.3	15.7
% Change from Fall 1989 to Fall 1991	314.3	71.0	-11.5	38.8	-30.8	-3.8	15.0	2.2	-59.3	-11.8
AVERAGES	17	43	23	59	24	54	24	48	60	80

Year	21-30		31+		Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	35	18	0	1	0	0	200	281	481
% of Total	7.3	3.3	0.0	0.2	0.0	0.0	41.6	58.4	100.0
Fall 1990	49	20	0	3	0	1	201	319	520
% of Total	9.4	3.8	0.0	0.6	0.0	0.2	38.7	61.3	100.0
% Change from Fall 1989 to Fall 1990	40.0	25.0	0.0	200.0	0.0	0.0	0.5	13.5	8.1
Fall 1991	33	17	0	4	0	1	161	316	477
% of Total	6.9	3.6	0.0	0.8	0.0	0.2	33.8	66.2	100.0
% Change from Fall 1989 to Fall 1991	-5.7	6.3	0.0	300.0	0.0	0.0	-19.5	12.5	-0.8
AVERAGES	39	18	0	3	0	1	187	305	493

SOURCE OF DATA: Faculty and Staff (P1) Submission

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Illinois Community College Board

Table A-12b

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 YEARS OF SERVICE IN DISTRICT OF
FULL-TIME ACADEMIC SUPPORT STAFF BY GENDER

Year	Less Than 1		1-2		3-5		6-10		11-20	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Fall 1989	3	23	20	42	20	48	17	43	70	82
% of Total	0.6	4.8	4.2	8.7	4.2	10.0	3.5	8.9	14.6	17.0
Fall 1990	7	24	20	58	23	54	30	62	62	95
% of Total	1.3	4.6	3.8	11.2	4.4	10.4	5.8	11.9	11.9	18.3
% Change from Fall 1989 to Fall 1990	133.3	4.3	0.0	38.1	15.0	12.5	76.5	44.2	-11.4	15.9
Fall 1991	13	34	16	48	19	61	23	55	45	87
% of Total	2.7	7.1	3.4	10.1	4.0	12.8	4.8	11.5	9.4	18.2
% Change from Fall 1989 to Fall 1991	333.3	47.8	-20.0	14.3	-5.0	27.1	35.3	27.9	-35.7	6.1
AVERAGES	8	27	19	49	21	54	23	53	59	88

Year	21-30		31+		Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	20	11	50	32	0	0	200	281	481
% of Total	4.2	2.3	10.4	6.7	0.0	0.0	41.6	58.4	100.0
Fall 1990	58	23	1	3	0	0	201	319	520
% of Total	11.2	4.4	0.2	0.6	0.0	0.0	38.7	61.3	100.0
% Change from Fall 1989 to Fall 1990	190.0	109.1	-98.0	-90.6	0.0	0.0	0.5	13.5	8.1
Fall 1991	44	26	1	4	0	1	161	316	477
% of Total	9.2	5.5	0.2	0.8	0.0	0.2	33.8	66.2	100.0
% Change from Fall 1989 to Fall 1991	120.0	136.4	-98.0	-87.5	0.0	0.0	-19.5	12.5	-0.8
AVERAGES	41	20	17	13	0	0	187	305	493

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-13

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 RACIAL/ETHNIC ORIGIN OF FULL-TIME ACADEMIC SUPPORT STAFF BY GENDER

Year	Asian		American Indian		Black		Hispanic		White		Other/Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	8	2	0	0	29	41	4	4	158	234	1	0	200	281	481
% of Total	1.7	0.4	0.0	0.0	6.0	8.5	0.8	0.8	32.8	48.6	0.2	0.0	41.6	58.4	100.0
Fall 1990	5	2	0	0	30	53	4	7	181	257	1	0	201	319	520
% of Total	1.0	0.4	0.0	0.0	5.8	10.2	0.8	1.3	31.0	49.4	0.2	0.0	38.7	61.3	100.0
% Change from Fall 1989 to Fall 1990	-37.5	0.0	0.0	0.0	3.4	29.3	0.0	75.0	1.9	9.8	0.0	0.0	0.5	13.5	8.1
Fall 1991	1	2	0	0	20	41	6	5	134	266	0	0	161	316	477
% of Total	0.2	0.4	0.0	0.0	4.2	8.6	1.3	1.0	28.1	56.2	0.0	0.0	33.8	66.2	100.0
% Change from Fall 1989 to Fall 1991	-87.5	0.0	0.0	0.0	-31.0	0.0	50.0	25.0	-15.2	14.5	-100.0	0.0	-19.5	12.5	-0.8
AVERAGES	5	2	0	0	26	45	5	5	151	253	1	0	187	305	493

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-14

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 HIGHEST DEGREE OF FULL-TIME ADMINISTRATIVE STAFF BY GENDER

Year	Associate		Bachelor's		Master's		1st Professional		Doctoral		Other		None/Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	17	11	105	104	382	224	9	3	168	81	10	7	54	39	745	449	1,194
% of Total	1.4	0.9	8.8	8.7	32.0	18.8	0.8	0.3	14.1	5.1	0.8	0.6	4.5	3.3	62.4	37.6	100.0
Fall 1990	24	15	112	127	379	241	8	4	160	67	11	5	59	50	753	509	1,262
% of Total	1.9	1.2	8.9	10.1	30.0	19.1	0.6	0.3	12.7	5.3	0.9	0.4	4.7	4.0	59.7	40.3	100.0
% Change from Fall 1989 to Fall 1990	41.2	36.4	6.7	22.1	-0.8	7.6	-11.1	33.3	-4.8	9.8	10.0	-28.6	9.3	28.2	1.1	13.4	5.7
Fall 1991	22	19	111	130	367	244	8	3	147	88	15	7	45	30	715	499	1,214
% of Total	1.8	1.6	9.1	10.7	30.2	20.1	0.7	0.2	12.1	5.4	1.2	0.6	3.7	2.5	58.9	41.1	100.0
% Change from Fall 1989 to Fall 1991	29.4	72.7	5.7	25.0	-3.9	8.9	-11.1	0.0	-12.5	8.2	50.0	0.0	-16.7	-23.1	-4.0	11.1	1.7
AVERAGES	21	15	109	120	376	236	8	3	158	85	12	6	53	40	738	486	1,223

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-15

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 AGE DISTRIBUTION OF FULL-TIME ADMINISTRATIVE STAFF BY GENDER

Year	Less than 30		30-39		40-49		50-59		60-64		65+		Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	13	17	118	141	312	170	253	99	41	18	8	3	0	1	745	449	1,194
% of Total	1.1	1.4	9.9	11.8	26.1	14.2	21.2	8.3	3.4	1.5	0.7	0.3	0.0	0.1	62.4	37.6	100.0
Fall 1990	10	23	113	154	328	191	244	115	47	20	11	6	0	0	753	509	1,262
% of Total	0.8	1.8	9.0	12.2	26.0	15.1	19.3	9.1	3.7	1.6	0.9	0.5	0.0	0.0	59.7	40.3	100.0
% Change from Fall 1989 to Fall 1990	-23.1	35.3	-4.2	9.2	5.1	12.4	-3.6	16.2	14.6	11.1	37.5	100.0	0.0	-100.0	1.1	13.4	5.7
Fall 1991	11	21	100	133	306	196	242	121	49	20	7	6	0	0	715	499	1,214
% of Total	0.9	1.7	8.2	11.0	25.2	16.3	19.9	10.0	4.0	1.6	0.6	0.5	0.0	0.0	58.9	41.1	100.0
% Change from Fall 1989 to Fall 1991	-15.4	23.5	-15.3	-5.7	-1.9	15.5	-4.3	22.2	19.5	11.1	-12.5	100.0	0.0	-100.0	-4.0	11.1	1.7
AVERAGES	11	20	110	143	315	186	246	112	46	19	9	5	0	0	738	486	1,223

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-16a

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 YEARS OF SERVICE IN PRESENT POSITION OF
FULL-TIME ADMINISTRATIVE STAFF BY GENDER

Year	Less Than 1		1-2		3-5		6-10		11-20	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Fall 1989	84	66	141	92	125	108	130	74	209	94
% of Total	7.0	5.5	11.8	7.7	10.5	9.0	10.9	6.2	17.5	7.9
Fall 1990	97	96	134	97	120	106	127	94	211	100
% of Total	7.7	7.6	10.6	7.7	9.5	8.4	10.1	7.4	16.7	7.9
% Change from Fall 1989 to Fall 1990	15.5	48.5	-5.0	5.4	-4.0	-1.9	-2.3	27.0	1.0	6.4
Fall 1991	70	60	117	116	149	103	112	105	187	95
% of Total	5.8	4.9	9.6	9.6	12.3	8.5	9.2	8.6	15.4	7.8
% Change from Fall 1989 to Fall 1991	-16.7	-9.1	-17.0	26.1	19.2	-4.6	-13.8	41.9	-10.5	1.1
AVERAGES	84	75	131	102	131	106	123	91	202	96

Year	21-30		31+		Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	53	9	1	1	2	5	745	449	1,194
% of Total	4.4	0.8	0.1	0.1	0.2	0.4	62.4	37.6	100.0
Fall 1990	62	13	1	0	1	1	753	509	1,262
% of Total	4.9	1.0	0.1	0.0	0.1	0.1	59.7	40.3	100.0
% Change from Fall 1989 to Fall 1990	17.0	44.4	0.0	-100.0	-50.0	-80.0	1.1	13.4	5.7
Fall 1991	78	20	2	0	0	0	715	499	1,214
% of Total	6.4	1.6	0.2	0.0	0.0	0.0	58.9	41.1	100.0
% Change from Fall 1989 to Fall 1991	47.2	122.2	100.0	-100.0	-100.0	-100.0	-4.0	11.1	1.7
AVERAGES	64	14	1	0	1	2	738	486	1,223

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-16b

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 YEARS OF SERVICE IN DISTRICT OF
FULL-TIME ADMINISTRATIVE STAFF BY GENDER

Year	Less Than 1		1-2		3-5		6-10		11-20	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Fall 1989	29	28	84	52	84	75	114	70	230	99
% of Total	2.4	2.3	7.0	4.4	7.0	6.3	9.5	5.9	19.3	8.3
Fall 1990	41	48	110	73	112	102	126	112	253	141
% of Total	3.2	3.8	8.7	5.8	8.9	8.1	10.0	8.9	20.0	11.2
% Change from Fall 1989 to Fall 1990	41.4	71.4	31.0	40.4	33.3	36.0	10.5	60.0	10.0	42.4
Fall 1991	35	34	88	79	126	101	111	109	219	139
% of Total	2.9	2.8	7.2	6.5	10.4	8.3	9.1	9.0	18.0	11.4
% Change from Fall 1989 to Fall 1991	20.7	21.4	4.8	51.9	50.0	34.7	-2.6	55.7	-4.8	40.4
AVERAGES	35	37	94	68	107	93	117	97	234	126

Year	21-30		31+		Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	78	15	125	106	1	2	745	449	1,194
% of Total	6.5	1.3	10.5	9.0	0.1	0.2	62.4	37.6	100.0
Fall 1990	107	31	3	1	1	1	753	509	1,262
% of Total	8.5	2.5	0.2	0.1	0.1	0.1	59.7	40.3	100.0
% Change from Fall 1989 to Fall 1990	37.2	106.7	-97.6	-99.1	0.0	-50.0	1.1	13.4	5.7
Fall 1991	134	36	2	1	0	0	715	499	1,214
% of Total	11.0	3.0	0.2	0.1	0.0	0.0	58.9	41.1	100.0
% Change from Fall 1989 to Fall 1991	71.8	140.0	-98.4	-99.1	-100.0	-100.0	-4.0	11.1	1.7
AVERAGES	106	27	43	37	1	1	738	486	1,223

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-17

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 RACIAL/ETHNIC ORIGIN OF FULL-TIME ADMINISTRATIVE STAFF BY GENDER

Year	Asian		American Indian		Black		Hispanic		White		Other/Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	8	7	1	1	88	97	16	12	630	331	2	1	745	449	1,194
% of Total	0.7	0.6	0.1	0.1	7.4	8.1	1.3	1.0	52.8	27.7	0.2	0.1	62.4	37.6	100.0
Fall 1990	7	7	0	2	82	119	19	12	644	367	1	2	753	509	1,262
% of Total	0.6	0.6	0.0	0.2	6.5	9.4	1.5	1.0	51.0	29.1	0.1	0.2	59.7	40.3	100.0
% Change from Fall 1989 to Fall 1990	-12.5	0.0	-100.0	100.0	-6.8	22.7	18.8	0.0	2.2	10.9	-50.0	100.0	1.1	13.4	5.7
Fall 1991	7	7	0	2	76	121	23	11	609	358	0	0	715	499	1,214
% of Total	0.6	0.6	0.0	0.2	6.3	10.0	1.9	0.9	50.2	29.5	0.0	0.0	58.9	41.1	100.0
% Change from Fall 1989 to Fall 1991	-12.5	0.0	-100.0	100.0	-13.6	24.7	43.8	-8.3	-3.3	8.2	-100.0	-100.0	-4.0	11.1	1.7
AVERAGES	7	7	0	2	82	112	19	12	628	352	1	1	738	486	1,223

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-18

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 HIGHEST DEGREE OF FULL-TIME SUPERVISORY STAFF BY GENDER

Year	Associate		Bachelor's		Master's		1st Professional		Doctoral		Other		None/Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	19	13	34	74	28	50	0	0	6	3	15	15	41	59	143	214	357
% of Total	5.3	3.6	9.5	20.7	7.8	14.0	0.0	0.0	1.7	0.8	4.2	4.2	11.5	16.5	40.1	59.9	100.0
Fall 1990	16	19	39	71	31	50	0	1	3	4	14	16	52	55	155	216	371
% of Total	4.3	5.1	10.5	19.1	8.4	13.5	0.0	0.3	0.8	1.1	3.8	4.3	14.0	14.8	41.8	58.2	100.0
% Change from Fall 1989 to Fall 1990	-15.8	46.2	14.7	-4.1	10.7	0.0	0.0	0.0	-50.0	33.3	-6.7	6.7	26.8	-6.8	8.4	0.9	3.9
Fall 1991	18	18	42	67	36	54	0	1	5	2	14	14	54	62	169	216	385
% of Total	4.7	4.2	10.9	17.4	9.4	14.0	0.0	0.3	1.3	0.5	3.6	3.6	14.0	16.1	43.9	56.1	100.0
% Change from Fall 1989 to Fall 1991	-5.3	23.1	23.5	-9.5	28.6	8.0	0.0	0.0	-16.7	-33.3	-6.7	-6.7	31.7	5.1	18.2	0.9	7.8
AVERAGES	18	16	38	71	32	51	0	1	5	3	14	15	49	59	156	215	371

SOURCE OF DATA: Faculty and Staff (P1) Submission

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Illinois Community College Board

Table A-19

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 AGE DISTRIBUTION OF FULL-TIME SUPERVISORY STAFF BY GENDER

Year	Less than 30		30-39		40-49		50-59		60-64		65+		Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	18	17	45	87	45	78	28	39	4	10	5	3	0	0	143	214	357
% of Total	4.5	4.8	12.6	18.8	12.6	21.8	7.8	10.9	1.1	2.8	1.4	0.8	0.0	0.0	40.1	59.9	100.0
Fall 1990	15	13	43	57	49	79	34	50	9	12	5	5	0	0	155	216	371
% of Total	4.0	3.5	11.6	15.4	13.2	21.3	9.2	13.5	2.4	3.2	1.3	1.3	0.0	0.0	41.8	58.2	100.0
% Change from Fall 1989 to Fall 1990	-6.3	-23.5	-4.4	-14.9	8.9	1.3	21.4	28.2	125.0	20.0	0.0	66.7	0.0	0.0	8.4	0.9	3.9
Fall 1991	14	10	45	56	58	82	33	49	15	13	4	8	0	0	169	216	385
% of Total	3.6	2.6	11.7	14.5	15.1	21.3	8.6	12.7	3.9	3.4	1.0	1.6	0.0	0.0	43.9	56.1	100.0
% Change from Fall 1989 to Fall 1991	-12.5	-41.2	0.0	-16.4	28.9	5.1	17.9	25.6	275.0	30.0	-20.0	100.0	0.0	0.0	18.2	0.9	7.8
AVERAGES	15	13	44	60	51	80	32	46	9	12	5	5	0	0	156	215	371

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-20a

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 YEARS OF SERVICE IN PRESENT POSITION OF
FULL-TIME SUPERVISORY STAFF BY GENDER

Year	Less Than 1		1-2		3-5		6-10		11-20	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Fall 1989	14	36	32	56	31	42	34	35	26	41
% of Total	3.9	10.1	9.0	15.7	8.7	11.8	9.5	9.8	7.8	11.5
Fall 1990	50	60	27	34	28	37	21	28	27	45
% of Total	13.5	16.2	7.3	9.2	7.5	10.0	5.7	7.5	7.3	12.1
% Change from Fall 1989 to Fall 1990	257.1	66.7	-15.6	-39.3	-9.7	-11.9	-38.2	-20.0	-3.6	9.8
Fall 1991	16	17	59	68	32	42	30	26	26	45
% of Total	4.2	4.4	15.3	17.7	8.3	10.9	7.8	7.3	7.3	11.7
% Change from Fall 1989 to Fall 1991	14.3	-52.8	84.4	21.4	3.2	0.0	-11.8	-20.0	0.0	9.8
AVERAGES	27	38	39	53	30	40	28	30	28	44

Year	21-30		31+		Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	3	2	0	0	1	2	143	214	357
% of Total	0.8	0.6	0.0	0.0	0.3	0.6	40.1	59.9	100.0
Fall 1990	2	11	0	1	0	0	155	216	371
% of Total	0.5	3.0	0.0	0.3	0.0	0.0	41.8	58.2	100.0
% Change from Fall 1989 to Fall 1990	-33.3	450.0	0.0	0.0	-100.0	-100.0	8.4	0.9	3.9
Fall 1991	4	15	0	1	0	0	169	216	385
% of Total	1.0	3.9	0.0	0.3	0.0	0.0	43.9	56.1	100.0
% Change from Fall 1989 to Fall 1991	33.3	650.0	0.0	0.0	-100.0	-100.0	18.2	0.9	7.8
AVERAGES	3	9	0	1	0	1	156	215	371

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-20b

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 YEARS OF SERVICE IN DISTRICT OF
FULL-TIME SUPERVISORY STAFF BY GENDER

Year	Less Than 1		1-2		3-5		6-10		11-20	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Fall 1989	6	22	25	29	23	31	34	46	35	52
% of Total	1.7	6.2	7.0	8.1	6.4	8.7	9.5	12.9	9.8	14.6
Fall 1990	29	17	22	33	30	41	27	47	42	64
% of Total	7.8	4.6	5.9	8.9	8.1	11.1	7.3	12.7	11.3	17.3
% Change from Fall 1989 to Fall 1990	383.3	-22.7	-12.0	13.8	30.4	32.3	-20.6	2.2	20.0	23.1
Fall 1991	9	2	37	41	31	46	38	38	47	69
% of Total	2.3	0.5	9.6	10.6	8.1	11.9	9.9	9.9	12.2	17.9
% Change from Fall 1989 to Fall 1991	50.0	-90.9	48.0	41.4	34.8	48.4	11.8	-17.4	34.3	32.7
AVERAGES	15	14	28	34	28	39	33	44	41	62

Year	21-30		31+		Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	4	3	15	30	1	1	143	214	357
% of Total	1.1	0.8	4.2	8.4	0.3	0.3	40.1	59.9	100.0
Fall 1990	5	13	0	1	0	0	155	216	371
% of Total	1.3	3.5	0.0	0.3	0.0	0.0	41.8	58.2	100.0
% Change from Fall 1989 to Fall 1990	25.0	333.3	-100.0	-96.7	-100.0	-100.0	8.4	0.9	3.9
Fall 1991	7	19	0	1	0	0	169	216	385
% of Total	1.8	4.9	0.0	0.3	0.0	0.0	43.9	56.1	100.0
% Change from Fall 1989 to Fall 1991	75.0	533.3	-100.0	-96.7	-100.0	-100.0	18.2	0.9	7.8
AVERAGES	5	12	5	11	0	0	156	215	371

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-21

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 RACIAL/ETHNIC ORIGIN OF FULL-TIME SUPERVISORY STAFF BY GENDER

Year	Asian		American Indian		Black		Hispanic		White		Other/Unknown		Total		Grand
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Total
Fall 1989	1	1	0	0	14	27	1	7	125	178	2	1	143	214	357
% of Total	0.3	0.3	0.0	0.0	3.9	7.6	0.3	2.0	35.0	49.9	0.6	0.3	40.1	59.9	100.0
Fall 1990	1	1	0	0	29	31	4	4	119	180	2	0	155	216	371
% of Total	0.3	0.3	0.0	0.0	7.8	8.4	1.1	1.1	32.1	48.5	0.5	0.0	41.8	58.2	100.0
% Change from Fall 1989 to Fall 1990	0.0	0.0	0.0	0.0	107.1	14.8	300.0	-42.9	-4.8	1.1	0.0	-100.0	8.4	0.9	3.9
Fall 1991	1	1	1	0	31	32	8	6	126	177	2	0	169	216	385
% of Total	0.3	0.3	0.3	0.0	8.1	8.3	2.1	1.6	32.7	46.0	0.5	0.0	43.9	56.1	100.0
% Change from Fall 1989 to Fall 1991	0.0	0.0	0.0	0.0	121.4	18.5	700.0	-14.3	0.8	-0.6	0.0	-100.0	18.2	0.9	7.8
AVERAGES	1	1	0	0	25	30	4	6	123	178	2	0	156	215	371

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-22

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 HIGHEST DEGREE OF FULL-TIME PROFESSIONAL/TECHNICAL STAFF BY GENDER

Year	Associate		Bachelor's		Master's		1st Professional		Doctoral		Other		None/Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	64	106	183	261	96	124	1	3	9	5	46	42	264	308	673	849	1,522
% of Total	4.2	7.0	12.7	17.1	6.3	8.1	0.1	0.2	0.6	0.3	3.0	2.8	17.3	20.2	44.2	55.8	100.0
Fall 1990	67	100	202	266	95	130	3	3	16	5	40	51	174	270	597	825	1,422
% of Total	4.7	7.0	14.2	18.7	6.7	9.1	0.2	0.2	1.1	0.4	2.8	3.6	12.2	19.0	42.0	58.0	100.0
% Change from Fall 1989 to Fall 1990	4.7	-5.7	4.7	1.9	-1.0	4.8	200.0	0.0	77.8	0.0	-13.0	21.4	-34.1	-12.3	-11.3	-2.8	-6.6
Fall 1991	76	104	207	282	99	149	2	2	14	9	26	51	153	223	579	820	1,399
% of Total	5.4	7.4	14.8	20.2	7.1	10.7	0.1	0.1	1.0	0.6	2.0	3.6	10.9	15.9	41.4	58.6	100.0
% Change from Fall 1989 to Fall 1991	18.8	-1.9	7.3	8.0	3.1	20.2	100.0	-33.3	55.6	80.0	-39.1	21.4	-42.0	-27.6	-14.0	-3.4	-8.1
AVERAGES	69	103	201	270	97	134	2	3	13	6	38	48	197	267	616	831	1,448

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-23

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 AGE DISTRIBUTION OF FULL-TIME PROFESSIONAL/TECHNICAL STAFF BY GENDER

Year	Less than 30		30-39		40-49		50-59		60-64		65+		Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	118	121	255	295	189	271	74	120	28	27	9	14	0	1	673	849	1,522
% of Total	7.8	8.0	16.8	19.4	12.4	17.8	4.9	7.9	1.8	1.8	0.6	0.9	0.0	0.1	44.2	55.8	100.0
Fall 1990	100	146	217	272	185	248	64	125	18	25	12	9	1	0	597	825	1,422
% of Total	7.0	10.3	15.3	19.1	13.0	17.4	4.5	8.8	1.3	1.8	0.8	0.6	0.1	0.0	42.0	58.0	100.0
% Change from Fall 1989 to Fall 1990	-15.3	20.7	-14.9	-7.8	-2.1	-8.5	-13.5	4.2	-35.7	-7.4	33.3	-35.7	0.0	0.0	-11.3	-2.8	-6.6
Fall 1991	92	132	205	272	182	258	71	128	19	20	10	10	0	0	579	820	1,399
% of Total	6.6	9.4	14.7	19.4	13.0	18.4	5.1	9.1	1.4	1.4	0.7	0.7	0.0	0.0	41.4	58.6	100.0
% Change from Fall 1989 to Fall 1991	-22.0	9.1	-19.6	-7.8	-3.7	-4.8	-4.1	6.7	-32.1	-25.9	11.1	-28.6	0.0	0.0	-14.0	-3.4	-8.1
AVERAGES	103	133	226	280	185	259	70	124	22	24	10	11	0	0	616	831	1,448

SOURCE OF DATA: Faculty and Staff (P1) Submission

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Table A-24a

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 YEARS OF SERVICE IN PRESENT POSITION OF
FULL-TIME PROFESSIONAL/TECHNICAL STAFF BY GENDER

Year	Less Than 1		1-2		3-5		6-10		11-20	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Fall 1989	105	120	148	187	158	254	145	161	97	108
% of Total	6.9	7.9	9.7	12.3	10.4	16.7	9.5	10.6	6.4	7.1
Fall 1990	92	129	116	187	153	220	124	175	97	106
% of Total	6.5	9.1	8.2	13.2	10.8	15.5	8.7	12.3	6.8	7.5
% Change from Fall 1989 to Fall 1990	-12.4	7.5	-21.6	0.0	-3.2	-13.4	-14.5	8.7	0.0	-1.9
Fall 1991	71	93	130	212	136	200	132	195	93	108
% of Total	5.1	6.6	9.3	15.2	9.7	14.3	9.4	13.9	6.6	7.7
% Change from Fall 1989 to Fall 1991	-32.4	-22.5	-12.2	13.4	-13.9	-21.3	-9.0	21.1	-4.1	0.0
AVERAGES	89	114	131	195	149	225	134	177	96	107

Year	21-30		31+		Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	11	9	2	0	7	10	673	849	1,522
% of Total	0.7	0.6	0.1	0.0	0.5	0.7	44.2	55.8	100.0
Fall 1990	13	7	1	0	1	1	597	825	1,422
% of Total	0.9	0.5	0.1	0.0	0.1	0.1	42.0	58.0	100.0
% Change from Fall 1989 to Fall 1990	18.2	-22.2	-50.0	0.0	-85.7	-90.0	-11.3	-2.8	-6.6
Fall 1991	15	10	0	0	2	2	579	820	1,399
% of Total	1.1	0.7	0.0	0.0	0.1	0.1	41.4	58.6	100.0
% Change from Fall 1989 to Fall 1991	36.4	11.1	-100.0	0.0	-71.4	-80.0	-14.0	-3.4	-8.1
AVERAGES	13	9	1	0	3	4	616	831	1,448

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-24b

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 YEARS OF SERVICE IN DISTRICT OF
FULL-TIME PROFESSIONAL/TECHNICAL STAFF BY GENDER

Year	Less Than 1		1-2		3-5		6-10		11-20	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Fall 1989	46	59	95	105	89	140	102	124	76	92
% of Total	3.0	3.9	6.2	6.9	5.8	9.2	6.7	8.1	5.0	6.0
Fall 1990	44	84	113	175	157	203	145	208	121	144
% of Total	3.1	5.9	7.9	12.3	11.0	14.3	10.2	14.6	8.5	10.1
% Change from Fall 1989 to Fall 1990	-4.3	42.4	18.9	66.7	76.4	45.0	42.2	67.7	59.2	56.5
Fall 1991	46	74	107	174	150	198	144	205	115	155
% of Total	3.3	5.3	7.6	12.4	10.7	14.2	10.3	14.7	8.2	11.1
% Change from Fall 1989 to Fall 1991	0.0	25.4	12.6	65.7	68.5	41.4	41.2	65.3	51.3	68.5
AVERAGES	45	72	105	151	132	180	130	179	104	130

Year	21-30		31+		Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	5	5	259	324	1	0	673	849	1,522
% of Total	0.3	0.3	17.0	21.3	0.1	0.0	44.2	55.8	100.0
Fall 1990	17	10	0	0	0	1	597	825	1,422
% of Total	1.2	0.7	0.0	0.0	0.0	0.1	42.0	58.0	100.0
% Change from Fall 1989 to Fall 1990	240.0	100.0	-100.0	-100.0	-100.0	0.0	-11.3	-2.8	-6.6
Fall 1991	16	12	0	2	1	0	579	820	1,399
% of Total	1.1	0.9	0.0	0.1	0.1	0.0	41.4	58.6	100.0
% Change from Fall 1989 to Fall 1991	220.0	140.0	-100.0	-99.4	0.0	0.0	-14.0	-3.4	-8.1
AVERAGES	13	9	86	109	1	0	616	831	1,448

SOURCE OF DATA: Faculty and Staff (P1) Submission

Illinois Community College Board

Table A-25

ILLINOIS PUBLIC COMMUNITY COLLEGES
FALL 1989-1991 RACIAL/ETHNIC ORIGIN OF FULL-TIME PROFESSIONAL/TECHNICAL STAFF BY GENDER

Year	Asian		American Indian		Black		Hispanic		White		Other/Unknown		Total		Grand Total
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Fall 1989	9	16	1	7	150	232	22	26	489	561	2	7	673	849	1,522
% of Total	0.6	1.1	0.1	0.5	9.9	15.2	1.4	1.7	32.1	36.9	0.1	0.5	44.2	55.8	100.0
Fall 1990	11	12	1	4	113	187	17	27	452	590	3	5	597	825	1,422
% of Total	0.8	0.8	0.1	0.3	7.9	13.2	1.2	1.9	31.8	41.5	0.2	0.4	42.0	58.0	100.0
% Change from Fall 1989 to Fall 1990	22.2	-25.0	0.0	-42.9	-24.7	-19.4	-22.7	3.8	-7.6	5.2	50.0	-28.6	-11.3	-2.8	-6.6
Fall 1991	10	13	1	4	100	166	13	25	450	610	5	2	579	820	1,399
% of Total	0.7	0.9	0.1	0.3	7.1	11.9	0.9	1.8	32.2	43.6	0.4	0.1	41.4	58.6	100.0
% Change from Fall 1989 to Fall 1991	11.1	-18.8	0.0	-42.9	-33.3	-28.4	-40.9	-3.8	-8.0	8.7	150.0	-71.4	-14.0	-3.4	-8.1
AVERAGES	10	14	1	5	121	195	17	26	464	587	3	5	616	831	1,448

SOURCE OF DATA: Faculty and Staff (P1) Submission

ERIC Clearinghouse for
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